

EMPLOYEE INPUT (all meetings)
WRITTEN QUESTIONS & COMMENTS

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TAB A

Recommendations 1 & 7

Political Discrimination

Recommendation 1 & 7: Political Discrimination

“Personnel Cabinet Secretary may remove anyone hired based upon pre-selection due to politics” For how long? Is there no protection by the merit system? What if they were hired by the current administration, will they still be removed?

What process will the Personnel Secretary have to go through to remove an employee who may have been hired for political purposes?

How does having an appointed person screening appointments insulate the process from abuse?

How will you know if someone is appointed solely or largely based on politics? Will there be some form of scoring system?

How can we prevent favoritism in hiring/promotion based on personal knowledge of higher ups? Is that considered political?

Will the Governor still have the ability to pardon those charged with a felony for violating merit law? If so maybe we should add provisions that you cannot be pardoned by violating merit laws.

What about Republicans that have been discriminated against for 20 years by the Democrats?

Why not prohibit any and all recommendations from anyone on applications?

I understand the “wrong-doers” were pardoned, but what about all the merit employees who were harmed by their actions? What redress do they have?

Recommendation 1 gives you increased authority in protecting merit employees. Given the fact that your Chief of Staff and Deputy Secretary were both indicted for alleged violations of merit system statutes and regulations under your watch as Secretary; why should merit employees trust you to protect us?

It seems that recommendation 1 conflicts with the other recommendations, could you please define and explain this recommendation?

Is the word “existing” necessary in the 1st proposed amendment?

Does an existing merit employee include a person that is still on probation?

Can you use another word besides “deleterious” in sub-recommendation A? I thought regs were written in plain language.

How is the task force going to protect not only initial selection, but clearing probation with out political influence?

Recommendation 1 & 7: Political Discrimination

I would like you to check on 275 crew in District 12. They got 4 employees in a made up job through political influence.

In Recommendation 1 what does existing employee mean? What happens to new employees?

With all the hiring process abuse in this administration, why would the task force want to change the penalty?

Who will make up the state panel? (will they be appointed by the governor or made up of state employees?)

Why did the task force request a statistical count of voter registration Dem/Rep/Ind? How was this data used in the recommendations?

Recommendations 1 and 7 are so vague it is troubling. They need to be fully developed.

Bar employment permanently from state government if any crime is committed while doing state business.

All directors and asst. directors conduct the interviews, the end result is more of their friends get hired.

In the task force minutes, why did a member inquire as to how many employees from each party work in state government? How is that relevant to improving the merit system protections?

Why is this task force suddenly so concerned with job skills and abilities of prospective merit employees when for 1 ½ years the current administration filled merit jobs with anybody that threw a campaign contribution its way?

Not listed as a recommendation. However, in this administration, I've seen unqualified people in our cabinet promoted. Management has shown favoritism and promoted those people for whatever reasons. What about those people who are qualified and actually do the work? Don't you think that promotion should not be political? We all know they have been in this administration despite what might be said.

No penalties if violated- Needs penalties added.

Do not weaken the criminal penalty for violating the merit system. Political hiring is outrageous.

Make a felony or keep as a misdemeanor.

Recommendation 1 & 7: Political Discrimination

Why not create an “independent merit system referral office” staffed by an executive director and a five member panel consisting 2 Republican legislators, 2 Democrats legislators, and 1 independent citizens member to screen merit system referrals?

Training is mentioned for those who are responsible for hiring so they understand about not using political ties but what about the other responsibilities? There should be training specifically for managers and above.

Please add a proposal to make it illegal for any official employee or their agent to research a persons’ political status or background. Promotions should be based on performance and ability, not politics.

Is there any concern about past discriminations over the previous 20-30 years where we now have approximately 80% Democrats hired in KYTC? How is this obvious problem addressed?

It is not uncommon today to see “Affirmative Action Plans” and quotas to correct other kinds of discriminations (historical). What about the KYTC situation?

Who will cover legal fees for the Commonwealth and employees? What about paying back employees salaries?

A comment regarding Sub-recommendation B: Include language in certification that specifically states the signer did not request or investigate the political status of an individual prior to interview or hiring. Include language that requires hiring person to report comments made as to political status to upper management.

A comment regarding Sub-recommendation C: too much authority with the Secretary. A more objective review of politics involved.

A comment regarding Sub-recommendation C: Keeping in mind that the Secretary is appointed by the Governor, I have a concern that he will be reviewing political hiring. And at what point will the Secretary make this decision? Will an employee have to file a grievance and go through processes before reaching the Secretary for final decisions?

A comment regarding Sub-recommendation C: What if the hired person had no idea he/she was hired because of political status? How can you penalize that person? What “proof” would you require that the person hired was not aware of political status in consideration of job offer?

A comment regarding Sub-recommendation D: too many negatives to interpret easily.

Under certification item (1) considers studying the concept of “knowingly”. This leaves too much ambiguity knowingly or unknowingly, there are behaviors that are inappropriate in the selection and hiring of employees. Adopt an ethics code mandating that no one on any selection committee may have any direct or indirect personal or professional ties to candidates.

Recommendation 1 & 7: Political Discrimination

Establish minimum guidelines for training, education, and experience of candidates—and follow them.

Establish reasonable standard salary guidelines—and follow them.

Patronage should be eliminated entirely from 18A hiring decisions.

At the highest levels in non-merit positions, the Governor's office should model the highest ethical standards. The leadership should recognize that government in a public trust and should behave accordingly. Hiring inexperienced people and giving them some of the states highest salaries is a crime of fraud against the public.

Should there be no qualified candidates available for a merit position; any deviation from normal hiring decisions should be reviewed by an independent watchdog committee. Any reclassifying a position or movement of personnel at any level should be thoroughly reviewed.

Conduct random reviews of hiring practices and committee decisions and publicize results in a report on an annual basis. Carefully scrutinize the creation of new positions to ensure the need and establish guidelines for hiring criteria. Monitor for evidence of discrimination on political, racial, religious, disability, or other status.

If you want to remove the specter of political influence and patronage in merit hiring, increase the penalty to felony status with some minimum mandatory jail time. For white collar criminals it is the loss of prestige after conviction of you want it stopped it will stop with this minor change. To remove the penalty to just cutting a whole in the henhouse fence for the fox to get in.

How do you make a differentiation between KRS 18A.140 and 18A.150? I understand ceasing to impose criminal penalties for failure to maintain records etc, but I do not understand dropping criminal penalties for political discrimination.

Why are you eliminating taking felony actions against breaking the rules of the Merit System? These would protect the Republicans now in charge, right?

Will gubernatorial pardons still protect those who choose to ignore recommendations? If so, what type of compensation will "victims" of these infractions receive?

What good is it to add criminal acts if the Governor has the authority to give pardons?

Regarding criminal acts: Does this include being dishonest regarding timesheets? A fellow employee has continuously been dishonest regarding time. The branch manager is aware but chooses to do nothing.

Recommendation 1 & 7: Political Discrimination

We know this meeting was the result of these criminal actions by the current administration. What can the task force do to prove to employees that this mess will not happen again? The state and the employees need to be protected above the current political party.

These actions should remain criminal.

Until the recent hiring abuses occurred, the merit system worked and worked well. How will the merit system change to prevent these abuses from happening again?

Is this committee recommending decriminalization of Merit law violators in reference to political discrimination? If so, why?

According to the paper you all were ready to vote on the recommendations. Does it appear that all criminal penalties will be removed from Recommendation #7?

TAB B

Recommendation 2

HRIS System, Promotional & Career Ladders

Recommendation 2: HRIS System, Promotional & Career Ladders

Who decides what qualifications are needed for a job? What are the benefits of “qualifying” over training, experience, and testing?

What is the target date for the HR Information System? Will it include payroll?

Are they or are they not proposing to discontinue current non-vacancy registers? Many vacancies are not known about by just posting for 10 days. Current workers do not and should not have the time to continually review for vacancies for which they qualify.

When a state employee with 4 years with the state resigns one day and comes back the next day with a large salary increase, is he considered a state employee or outside candidate?

Does not have a full range of job opportunity for veteran employees as far as career development.

Will these changes include the ability to promote existing employees (as opposed to reclassifying) without being considered pre-selection? We need the ability to do this in order to keep good employees without the employee having to job hop between offices just to get raises.

If the registers are eliminated, how will current employees transfer to another agency? Will we be competing with the general public for jobs?

Is there any possibility of updating the exams? Many of the exams have little of nothing to do with the position an applicant is applying for.

Will recommendation #2 address the issue of registers containing outdated applicants and not being able to query on the application date?

When reclassifications are done allow all employees who are being reclassified to receive the monetary reward, not only the newer employees.

I think the promotion for active, good standing employees v. new employee is GREAT!

Shouldn't non-merit employees have experience, skills, and knowledge for the job they are being well paid to perform? There should be standard criteria for upper level jobs?

Why do away with the tests? They show at least a minimum grasp of the basics.

How is eliminating registers for career path promotions being clarified? Where can we get a copy of “Proposed Future Hiring Processes”?

Use better processes to purge names from the register after a certain length of time.

Recommendation 2: HRIS System, Promotional & Career Ladders

Keep top 5 %. This is the best way to have a fair, uniform process. Update process to provide information qualified applicants within limits of merit registers.

Would entry level job related skills testing and top 5 score ranking be kept in place? When initially applying for a position in state government, I think it is important that applicants be required to demonstrate their basic clerical, math, logical, and social skills/decision making skills on an objective test, rather than solely through interviews, applications, and resumes which are more subjective.

What are the “correct” steps for filling a position within an office? Should the supervisor be allowed to fill positions without posting them, having employees in an “acting” position until they have been there long enough to qualify for the position?

Exactly how will the “new” internal mobility program differ from the existing one?

How will internal mobility work under your new proposal?

What has been the discussion regarding promotional opportunities for merit employees if the “internal mobility list” process is altered?

Seniority is something all employees have worked for. After 20 years in state government it is totally unfair for someone off the street to come in at a better employee’s rate of pay or even to take a job the employee has worked hard for. The Merit System works!

Seniority shouldn’t be controlling but hopefully considered.

Why is an Office of Merit System Referral necessary? If a person qualifies to go through testing why would they to go through this office? This appears to be a totally political and unnecessary move.

The internal mobility register should not be eliminated. We are not competing with outside possible hires only with fellow state workers. Why do you want to hurt promotional chances for employees?

What are your plans for Internal Mobility?

What provisions will be in place to assure that promotion positions will be available to all employees and given the opportunity to apply. How will employees be allowed to compete for those positions?

Will the new system better streamline the process of being put on the register?

Will the new system better streamline the process of being put on the register? I waited four hours to be put on a register for supervisors.

Will internal mobility process stay as is?

Recommendation 2: HRIS System, Promotional & Career Ladders

How will vets or military service be given preference?

The direction has been to condense grades and classifications for some time now, how does that coincide with the comment about increasing promotional opportunities? What options will exist to recognize employees who do outstanding work but have no room for promotions or career growth?

Why does the task force want to eliminate seniority from consideration for internal promotion?

Why do you think seniority does not count when looking at a promotion?

There should be provisions to allow employees to be offered another position within the same pay grade classifications and receive some increase (say 2%) in pay, not just in promotion situations.

Was any consideration given to a dual career track? One for employees to advance in responsibility and money and one for employees to become managers. Now basically the only way to advance is to become a supervisor/manager. Many times the person doesn't have the skills needed.

How does this affect internal promotions across "job families" not just within? Also will existing employees be eligible to compete for open jobs within other cabinets?

Please clarify "career path promotions".

Some agencies have had temp/Adecco staff doing program work for years. Will those current temp staffers be given a designated advantage when applying for competitive fill vacancies? Can they be considered for internal promotion opportunities?

Explain the "proposed future hiring process"

What type of qualification process would be used?

Will this allow for promotion without position change?

How will you enforce job requirements/qualifications?

Seniority should be rewarded. Why not?

Promotion of Internal Mobility Employees! What provisions will be in place to assure that promotion positions will be available to all employees and opportunity to apply. How will employees be allowed to compete for those positions?

Recommendation 2: HRIS System, Promotional & Career Ladders

Because of a number of retirees leaving state employment, state agencies have become under staffed creating a back log of permits and log time in responding to applicants and general questions. With hiring and filling vacancies being in some cases over a year. What is being proposed to avoid these situations?

Internal Mobility and promotional opportunities must remain for our staff.

We need to distinguish between “promotion” and “reclassification” more clearly.

Online testing gives opportunity for cheating. It is very easy to use textbooks or study guides from KDLA. Monitoring needs to be in effect to ensure equality.

Do away with the practice of allowing IM candidates to resign from a position to be re-appointed the next day at a higher salary. This is a practice I see as an abuse of the system.

Under the current interview process, any minority candidates can be rejected for promotion based on communication skills, character, or relationship with the member of the community and most cases there is no letter to genuine candidates who worked more than ten years in the department and know most of the work. Is there any recommendation that the committees will select the most qualified candidates, not the most likeable, with the most workable knowledge, evaluations, higher degrees etc.? Sometimes interview committees talk of successful candidates. Is there any laws defining “successful”?

Are you planning to offer promotions from within an office without advertising on internal mobility? For example, if a supervisor retires can an employee be promoted within the office without pulling a register and interviewing outside candidates?

How can you guarantee that these “Career Paths” for promotions will not lead to more favoritism?

I think that is unfair for an internal employee being hired from a competitive register at mid-point.

With changes in the Internal Mobility program of complete elimination what incentives are left for career employees when they are basically on the same level now with someone coming in from outside of government? Does this mean that employee has gone as far as he/she can go despite years or loyal service and dedication?

If agencies would like to promote an employee (current employee) from within the agency/office, does this promotion have to go through the register? Does the agency have to interview other candidates, even though they already have someone in mind to hire?

Recommendation 2: HRIS System, Promotional & Career Ladders

If there is not going to be a change to internal mobility, why have any recommendations concerning the subject at all?

Will internal mobility exist only for people moving up within a classification (example Administrative Assistant I to an Administrative Assistant II) or will it also be for moving up outside of a "job family" (from a grade 12 to a grade 13)?

Please comment on the rumor that stated these changes would involve making it more difficult for internal mobility candidates to make lateral or upward job changes. Is this being considered?

Could you please touch base on the "Future Hiring Process" example application process, qualifying process and register process?

If you have a strong internal candidate for promotion, is there a way to promote them without wasting others time going through the current process of interviewing?

If there is a ladder system for promotion, I feel that some employees have worked for 30 years and they may not be as knowledgeable as a worker who has been here for 5 years. Promotions should be on proven knowledge and ability rather than years of service.

Don't change need standard process for all applicants. Keep merit registers.

Need to update test and make more in line with jobs.

Keep testing, written and T&E. Do not make the selection methods flexible. It is unfair to non political applicants and long term employees waiting for a promotion.

TAB C

Recommendations 3, 8, 20, 21, & 22

EEO

**Recruitment of qualified veterans, minorities,
women and disabled**

Affirmative Action Plan

**Update to statutes to
permit an Affirmative Action Plan**

Recommendation 3, 8, 20, 21, & 22: EEO / Recruitment of qualified veterans, minorities, women and disabled / Affirmative Action Plan, Update to statutes to permit an Affirmative Action Plan.

What is done to ensure top/good salaries are provided to challenged persons (ADA) doing the same job as others (same type of employment).

We have plenty of lower grade minorities, women, and disabled, but nearly no merit employees who are managers. How will this be improved?

Please clarify recommendation 3?

How will recommendation 3 help state government?

Wouldn't recommendation 3 serve to create "favored" groups for hiring as opposed to meritorious hiring?

In restructuring affirmative action goals, once an agency has achieved its goal will this prohibit future hiring of "qualified" minorities to fill vacancies?

Affirmative action is reverse discrimination. Hire on qualifications, NOT skin color or gender. Bring candidates back for additional interviews but do not hire them because someone happens to be different. This only widens the gap and separation instead of creating a team. Qualifications and ability to do the work should be the deciding factor ONLY.

"Numbers" to each job category is a bad idea because then the possibility of being hired or promoted into a job could inadvertently have to be based on minority numbers and not on qualifications so I'd say no to #20.

I don't understand this recommendation – "disparity" – what kind of disparity? The disparity is that non-merit employees are appointed on their ability to make campaign contributions. The merit employees can't afford to make contributions, but they for the most part are qualified to do the jobs they hold. Why waste money studying that?

What type of disparities is the study looking for and why?

Train who, managers, directors, all employees?

Amend KRS 18A.440 (1). As proposed it does not include "sexual orientation" in its prohibition against discrimination. Patton's executive order currently includes this protection. Why was it not included in this amending of 18A?

Matching the federal law which prohibits employment practices which discriminates on grounds of race, color, religion, sex, and national origin excludes some groups of people who are currently protected in the merit system's discrimination statement. Is it the intent of this panel to take away this protection from a large percentage of current employees and future applicants?

Recommendation 3, 8, 20, 21, & 22: EEO / Recruitment of qualified veterans, minorities, women and disabled / Affirmative Action Plan, Update to statutes to permit an Affirmative Action Plan.

Recommendation #8 fails to mention age, grounds of race, color, religion, sex, and national origin.

Based on age – no promotion for older career employees.

I recommend including in the study the protected class of “members of a political party” that may have been discriminated against over the past 30 years. This will indicate whether the merit system has indeed protected all political party members from “political discrimination with KRS 18A.140 (1).

Why not include in qualified members of the political party where in history and statistics clearly shows past discrimination against that party on an overall or location basis? Make it an objective to try to correct past discriminations.

In Recommendation #8 when it say “Amend to clearly permit an affirmative action program”, I believe this action is aimed at correcting past discriminations to/against such named groups. Likewise, if past discriminations have occurred against one political party and favor the other, why not correct it? Wrongs are wrongs. I request that correcting past political party discriminations be included here.

What would some of the statutory changes be in regards to increasing efforts for recruiting and hiring qualified veterans, minorities, women, and peoples with disabilities?

Before you have sanctions for Affirmative Action you would need to change the application form to require information and be able to “sort” based on these fields.

I am not sure how this recommendation is going to work. They (women, minorities, ect.) are already working through state government. Why not train and work with them to promote them within state government? Not everyone has a degree. Most employees came right from high school and this is there career. Why did this come about now? Is it to protect political employees only?

Affirmative action is good but we need to hire qualified people for the jobs. Can a stronger Affirmative Action program be implemented without violating the rights of other qualified candidates?

So if you are not over the age of 40 is it ok to be discriminated against?

It has been the Republicans stance in the past to do away with Affirmative Action. In looking at the recommendations it appears that a lot of them hinge on AA. How can you reconcile these opposing views?

We need Affirmative Action for minorities. I am not in the minority status except for being a female.

Recommendation 3, 8, 20, 21, & 22: EEO / Recruitment of qualified veterans, minorities, women and disabled / Affirmative Action Plan, Update to statutes to permit an Affirmative Action Plan.

Replace “sex” with gender and add sexual orientation to the list of discriminations.

Recommendation #3 states “to increase efforts for recruiting and hiring qualified veterans, minorities, women, and disabled. How is the state going to “increase those efforts? What are the plans?

We are a diverse society which is not reflected in the hiring practices, promotions, or handling problems stemming from racial/cultural orientation. Therefore all Personnel Board and Personnel Cabinet employees should be required to complete a minimum of 8 hours of cultural/diversity awareness training by a qualified minority or team of minorities. Therefore trainers must reflect minorities not the majority which is white males and white females. All supervisors, managers, commissioners, department commissioners, cabinet secretaries, and cabinet deputy secretaries must pass an 8 hour diversity training course as well.

Please state and explain the current wording of KRS 18A and how it is a violation of state law as currently written to utilize affirmative action?

On section 8 as you are listing persons not to be discriminated against you failed to mention age discrimination. I do not want to see an age limitation instituted that is a “mandatory recruitment age” nor do I want to see other types of “age discrimination”.

Please clarify affirmative action. If indeed this change would permit a persons gender, race, religion, etc to be the determining factor, we feel this is unacceptable as it is not relevant to their capabilities to do the job. As a minority, this would be offensive to know my hiring was based on something other than my qualifications. Implement an interviewing process that is more in depth than one interview or 10 questions.

A lot of minorities do not have college degrees so there aren't a lot of options for them. What do you plan to do to help those people who have a high school diploma but no college education?

How will the recruitment and hiring of veterans, minorities, women, and disabled be carried out if they are to compete on a level playing field? Do you have an example?

Does the Blue Ribbon Commission intend to remove the protections of veteran's status, disability, age, gender identity, and sexual orientation by reverting the Patton executive order to match the federal guidelines?

TAB D

Recommendation 4

Study feasibility of background check

Section 4: Background Checks

What would be the purpose of background checks other than criminal as it relates to merit employees? What other background checks would be included?

NCIC checks? Will having a felony conviction keep you from getting hired?

How do you intend on covering the cost?

Have NCIC checks for out of state employees only? The Administrative Office of the Courts provides all court records and violation records for Kentucky residents. NCIC checks are allowed only when a criminal investigation is being conducted or for a law enforcement position and then conducted by the law enforcement personnel. Background checks are great, but NCIC is going too far. This would be a major liability for Kentucky state government in dealing with people's personal information.

TAB E

Recommendation 5

Ongoing review of merit system

Recommendation 5: Ongoing review of merit system

Who will be reviewing the ongoing review of the merit system?

States that there “will” be an annual review and report. In the booklet it states ‘should’ be, does that mean that an annual review and report will not be enforced under should instead of will?

An annual review of 18A and KAR 101 sounds like overkill.

This looks like any changes made through this task force could be undone at a later date. What are these “previous recommendations” that have not been implemented?

TAB F

Recommendation 6

Burrowing

Recommendation 6: Burrowing

How will recommendation 6 be good for current merit employees?

How will one year probationary period solve anything?

How can you discriminate against a person who is qualified to do the job, just because they held a non-merit position?

I agree with recommendation 6.

Prohibit borrowing all together.

Recommendation 6 is not strong enough.

Merit staff should not be deliberately forced out of their positions to make room for "burrowers". Insert specific language that prohibits merit staff from being forced to resign so that their position can be given to someone with political ties.

Please clarify what determines a career employee? Such as, years of service, and merit/non-merit years (Some state positions are not listed as either one). Will there be exceptions when a person is a long term or (career) employee when changing from a non-merit to a merit?

If a non-merit employee would like to apply for merit positions and have never been a merit employee, are they under Recommendation 6 to wait one year and one year probation?

Are non-merit employees allowed to apply for other positions prior to the end of the 6 months probationary period or is it a violation of the merit system?

In light of the press on current administration hiring, will there be an investigation regarding the political burrowing (staff assistants) in the early part of this administration? (Qualifications, hiring practices vs. those who changed their political affiliations at hire time.)

TAB G

Recommendation 9

**Clarify & Distinguish the authority of the
Personnel Cabinet
and the Personnel Board to promulgate
regulations**

**Recommendation 9: Clarify & Distinguish the authority of the Personnel Cabinet
and the Personnel Board to promulgate regulations**

Personnel issues are to be handled at what level? Shouldn't an impartial board make these decisions and not the Director, Commissioner, or the Secretary?

TAB H

Recommendations 10 & 14

Grievance & Mediation

Recommendations 10 & 14: Grievance & Mediation

Who would serve as a mediator?

Why have mediation?

Will more full time mediators be hired?

I feel that some situations are not handled professionally and this would be bad. We should be able to use out state personnel when needed. To my knowledge that is what they are there for, correct?

Who chooses the group of peers?

Would the records of peer reviews or mediation be admissible in a Personnel Board Meeting?

How will you protect an employee who has filed a grievance from retribution and future discrimination bases on that action?

The peer review should be voted on by the merit employees and selected by employees.

The Personnel Board is a neutral party and if issues were kept at the agency level then fairness would be gone.

I agree with recommendation 10.

Recommendation 14 refers to additional funds for Personnel – convenient!

What is the proposed cost to implement the Peer Review Panel? Describe the benefits of adding a step to the conflict resolution process when both Peer Review and Personnel Board involve a third party making a decision regarding their case.

Why not revise the statute that allows the Governor to appoint members to the Personnel Board? There is no reason that 5 of the 7 should be appointed by the Governor. If more merit employees served on the Board, then we may not need “peer review committee”. The current make up of the Board is not representative of state government or the general population. All seven members are white and only 1 female. All five current members appointed by the Governor are white males. This is an embarrassment.

Revise regulations to allow “formal” appeals to Personnel Board 30 days after department/cabinet appeal is final, not 30 days after effective date. At this time you must file “formal” appeal within 30 days or lose your appeal rights.

Recommendations 10 & 14: Grievance & Mediation

With the proposed change regarding mediation, will the timing of filing for appeal to the Personnel Board be extended?

The Peer Review Committee would consist of who and how would they be chosen?
How long would they serve?

Do recommendation 10 and 14 do away with lawsuits? I certainly hope not.

Mediation is supposed to be between 2 willing participants. If mediation is required how do you intend to accomplish anything? Both parties must be willing and open to mediation.

A lot of the problems are with management. It would never get resolved. I totally disagree with recommendation #10.

Doesn't the grievance procedure already follow the chain of command before the Personnel Board? A grievance can already be settled in a department or cabinet if the Director or Secretary is not a complete idiot.

The added layers to the grievance process seems to add additional time for the statuette of limitations to run out. Need to add time to limitations.

Can there be more support and information sharing to rank and file on mediation and grievance processes? Supervisors have the full force of the agency and legal team. Employees are all alone. Once a grievance is filed or even suggested they are no longer a part of the agency.

How about requiring the mediator to make a written (published) recommendation on cases that are not settled? This would make parties more cooperative.

Why add the peer review process if mediation has been so successful? Will peer review not be a privacy nightmare?

In recommendation #14 you need to specify how the peer group is formed?

Supervisors and other management are very often noting more than "yes men". Rank and file employees should have avenues outside their agencies to address personnel issues. Don't you agree?

Do you really believe an agency will be an impartial judge in dispute between an employee and his supervisor? Remember that a supervisor is rubbing elbows with agency management.

Currently an appointing authority has the ability to refuse mediation in settling grievances. Under the proposed changes, if a merit employee seeks mediation; can the appointing authority refuse this method of settlement?

TAB I

Recommendation 11

Review Reporting Requirements

Recommendation 11: Review Reporting Requirements

How does recommendation 11 relate to the merit system?

TAB J

Recommendation 12

**Personnel Board Written Decisions to be
available for review electronically**

**Recommendation 12: Personnel Board Written Decisions to be available for
review electronically**

Is recommendation 12 a violation of the Privacy Act?

Will the Personnel Board decision have the names of the personnel listed?

TAB K

Recommendation 15

**Personnel Board to be subject to
Executive Branch Ethics Code**

**Recommendation 15: Personnel Board to be subject
to Executive Branch Ethics Code**

Why doesn't Recommendation #15 include non merit employees? Even if the Personnel Board would not want to track their grievances they should track as stated in #1.

Who would appoint the State Government Committee?

TAB L

Recommendation 16

**Employees placed on paid leave pending
dismissal**

Recommendation 16: Employees placed on paid leave pending dismissal

Delete “his” and correct to read make “a” determination.

I think a time limit (1year, 2 year, etc) should be set on paid leave because it seems to me that someone could be potentially be on paid leave for the rest of their life.

Isn't this recommendation already in use?

Is there a maximum for length of time an employee would be entitled to paid leave?

TAB M

Recommendation 17

Drug Testing

Recommendation 17: Drug Testing

Shouldn't you find out if there is a problem with drug use by state employees first?

Will you also be testing for meth and other synthetic drugs?

Why test only Executive Branch employees?

Drug testing should apply to all state employees, not a select few who have jobs requiring alertness and safety. Illegal drugs use should be illegal for any and all employees otherwise it is discrimination.

Drug testing should be for all state employees.

Drug testing is very needed.

What about prescription medication?

What about employees taking medications? This medication might make a person seem under the influence however it is prescribed by a doctor. Will it be a violation of HIPPA to order them to take a drug test? Will it violate the employee's right of privacy concerning their health?

I strongly support drug testing.

Will all employees be tested for drugs?

Who will be able to request someone be drug or alcohol tested? I feel any employee should be able to, if it affects the safety of others.

Who will be conducting the drug tests?

Who will have access to the drug test results?

What type of test will be done? (blood, hair, urine)

You mentioned its limited random testing, then why not stipulate the classifications that would be subject?

How is random drug testing employee friendly?

Aren't you much more likely to simply be harassing non-users than deterring users?

If drug/alcohol testing is implemented, how many times an employee shows positive reading would be grounds to terminate?

Recommendation 17: Drug Testing

If random drug testing is implemented for existing employees how will the privacy issues be addressed since the Commonwealth is now self-insured?

Will current employees go through drug testing or just new hires?

Isn't random drug testing of public employees in violation of the Right to Privacy Act?

It may be pretty humiliating to be asked to submit to a random alcohol/drug test. Can you more clearly define "reasonable suspicion"?

How will implementation of a drug testing program be paid for?

As to recommendation 17, is it any of the state's business what I do on my own time?

What would warrant reasonable suspicion drug testing?

Would the agency pay the cost for drug testing?

Who will be able to request someone be drug or alcohol tested? I feel any employee should be able to, if it affects the safety of others.

I think recommendation 17 is one excellent idea. However, I believe all classes hired should be randomly tested at least once a year.

I think recommendation 17 is one excellent idea. However, I believe all classes, direct-care as well as administrative (operational director, assistant, clerical, everyone) should be randomly tested at least once a year. (REPEAT COMMENT)

It is unclear (to me) the depth of this change. It should be allowed to test a person for alcohol/ drug use ON THE JOB, but for drug or alcohol use on their own time? Will that be done?

On the drug screening issue...Who will be completing these tests? Will it be a doctor's office, a hospital, a private business? Who will have access to the results? What type of test blood, urine, or hair sample?

On recommendation 17, I have cost concerns for the initial testing. However, I agree with reasonable suspicion testing. I strongly disagree with random testing. This is a free country and whether or not someone has a drink during off hours is no concern of mine, nor should it be of yours!

I wholeheartedly disagree with random drug testing (for employees not in positions that may endanger others) on the basis of privacy and personal liberties. I strongly agree with the proposed modification to Recommendation 17 by John Brown, III.

Recommendation 17: Drug Testing

I'm not on parole or probation. I don't need the government monitoring my personal life. This is way too intrusive, bordering on offensive.

Everyone should be drug tested.

How can you constitute spending money from a poor budget on drug testing when there is no apparent problem in state government that I am aware of? What constitutes "reasonable suspicion"? This money could be spent in much more needed way that would benefit the Commonwealth.

Why does this recommendation not also include employees of the Legislative and Judicial Branches of state government? Is it not more important that our Legislators be drug/alcohol free?

If you will be drug testing merit employees, will you also be drug testing appointed individuals as well?

How do you plan to pay for recommendations like drug testing and other cost effective recommendations? Considering the pay increments are not currently keeping up with inflation, will these new recommendations affect pay raises?

Honestly I am not worried about what my coworkers did on Friday night. Can't random drug tests be abused by non-merit staff and disgruntled co-workers?

Generalized drug testing is illegal and unconstitutional!

I can understand pre employment and reasonable suspicion drug testing but random drug testing is a slap in the a professional employee's face and seems to be an attempt to try and legislate morality.

Is there numerical data drawn from Kentucky state government employees that support the recommendation for random drug testing? And if this data exist will it be made available to employees and the general public?

I agree with the suspicious testing but what will the cost be for pre-employment and random drug/alcohol testing?

What place does drug testing have in the Merit System which was designed to protect employees from political influence?

If random drug/alcohol testing is implemented then it is essential that provisions are clearly stated regarding allowance for discipline. With an example using Secretary Roberts: An employee is suspected of being at work under the influence. Will the task force put forth clear guidelines that allow an agency to address this issue including disciplinary procedures?

Recommendation 17: Drug Testing

There are currently employees whose classifications require the employee to maintain a commercial driver's license. These employees are drug and alcohol tested under 49 CFR part 40. These tests are considered under D.O.T. Employees whose classifications do not require commercial driver's license, these tests would be considered not D.O.T. There has to be clarification between D.O.T and non D.O.T. when considering implementation.

I disagree with random testing. If I am a productive state employee based on the employee evaluations, you better have a good reason to receive any type of drug testing.

Does recommendation #17 apply to the Governor, his staff, and non merit employees or does it only apply to merit employees?

How can the state drug test 30,000 employees but they can not afford to give a 5% annual increment?

I support the proposed modification to remove "and random drug/alcohol testing". We only need to impose random drug testing for critical employees (heavy equipment operators).

I do not agree with random drug testing. That is insulting and appears to be an intimidation tactic. Drug testing should only be done when there is reasonable suspicion.

Will non-merit employees also be drug tested? What will happen if there is a positive result? What about false positives?

Why is drug testing necessary for merit employees? Where will you get the money to pay for the testing?

Except under "reasonable suspicion" why should private behavior be a condition of employment?

Why does a condition of employment drug testing need to be under KRS 18A? Shouldn't this include non-merit too?

How does the task force reconcile this recommendation in regard to public employee's 4th amendment right to privacy as established in the Bill of Rights and supported by decisions made by the U.S. Supreme Court? What would such a measure cost to be implemented to the administration? Is this in conflict with the spirit of HIPPA?

TAB N

Recommendation 18

Military Leave

Recommendation 18: Military Leave

Military time shouldn't rollover to the next year, wouldn't this save money?

I suggest we change the federal fiscal year to the calendar year which works better with the Kentucky Employee Time Keeping System.

TAB O

Recommendation 19

Uniformed Leave Request Form

Recommendation 19: Uniformed Leave Request Form

Will recommendation 19 affect sick leave converted to service time?

Would implementation of recommendation 19 mean we would not get extra leave time to vote or for blood donation?

Leave forms for comp, annual and sick time appear to be unnecessary paperwork that will duplicate timesheet entries and create more work for staff and management.

Not all agencies sign in and out daily. So there isn't a uniform procedure.

Make this standard request form electronic and expand it to cover employee timesheets as well.

TAB P

Recommendation 23

Classifications

Recommendation 23: Classifications

To avoid salary compression, please consider establishing steps in a career path much like the federal government pay system.

Education requirements do not seem to match higher pay grades. Some lower grade levels require BS degrees while 16 & 17 levels do not. Will there be more classifications that account for experience for BS.

I would like to know if grades 14 & 15 of the Right of Way Agent classification could be separated. Right now pay scale is the same. Could you please work on this so that Right of Way Agent II is a grade 14 and Right of Way Agent III is a grade 15.

Will there be any job security for a merit employee if a classification is dissolved or eliminated? Can that person be demoted?

What classifications should be broadened?

We should narrow the pay ranges.

Where does this leave numerous people in same job title?

What is wrong with specific classifications for certain cabinets?

Would compression of the classifications be done all at one time?

Non-Engineer environmentalists (relative to engineers) are underpaid and don't have as many advancement opportunities. Is that a concern?

Job Security for a merit employee if job position is dissolved or eliminated? Can they be demoted?

General job classes are not necessarily the best thing in all areas. Specialties are necessary. As someone who deals with hiring for our agency, it is difficult enough to find the right match. Please don't try to make us fit a square peg in a round hole. There really needs to be specialized field categories because classifications are too general sometimes. Has anyone looked at closing the classification loop hole?

Currently, agencies have Carte Blanche discretion to demote, promote, etc., with very little and often times without any recourse by employees. Please recognize that many classifications cover specific jobs that meet state and federal requirements. How will agencies hire personnel that meet these specific requirement, but under a broader and more general classification?

What happened to the payroll classification that were suggested and developed a couple of years ago? Why weren't they implemented?

What difference does it make how many job classifications there are?

Recommendation 23: Classifications

What about the problem of people leaving a division for a promotion versus staying where they are and only getting a re-class?

Are they going to evaluate non-merit positions also so as to not replace the old "principal assistants" with at least 7 different position descriptions with no management responsibilities?

In regard to Recommendation 23, not only should the inactive and other classes that only have a few employees in them be re-classed and the classifications made "broader", but you should re-class some of the current employees especially in the Personnel Cabinet. The Personnel Cabinet is the 'backbone' of the merit system and deal with hundreds of applicants, phone calls, registers, supporting information, etc., why does this division have some of the largest low-class positions in state government? We deal with classified information such as merit tests and all information on employees and applicants and most of the employees are at grades 8 and 9, when right across the hall and down the hall people are doing the same work (less actually), but employees in Workers Comp and Employee Insurance are at grades 12 and 14?

I am a member of the Geologist Series in EPPC/DEP. This year, members of the ENGINEERING SERIES were reclassified to provide a broader and higher career ladder than that of the geologists, who often work side-by-side with the engineers and perform the same or similar reviews. When we filed a personnel action, Mr. Honeycutt, on behalf of Secretary Roberts, offered the following defense: "KRS 18A does not require us to be fair." Mr. Honeycutt refused mediation. In light of Mr. Honeycutt's position, how does Secretary Roberts propose to "...foster a better employer/employee relationship" as he stated in today's meeting?

Reduce classifications. What would happen to those employees within seldom used classifications? Would anything new be created?

In private business corporations and non profit organizations, job titles are specific to the need of the organization. Why should state government not keep the SPECIFIC job titles created to serve a specific need within the cabinet?

What is the purpose/benefit to the state to broaden a job classification title when many agencies have specific needs that are not served by the broad titles? For example, Interpreters have a specific skill that should be in the job classification advertisement to get a qualified employee. Without this specific requirement, obtaining a skilled qualified interpreter would not be possible.

On Recommendation 23, there might be new classifications that are needed and satisfy new needs that the community is struggling with. We need new classifications for bilingual personnel. The fact that there are few positions available does not necessarily mean we do not need those. On the contrary, the Administration should open the merit system to other minorities besides African-Americans.

Recommendation 23: Classifications

I disagree with this recommendation because it is too difficult now to find classifications for our positions. We are trying to make jobs fit into a position that does not apply to what they really need to do.

Since Staff Attorney II was supposedly collapsed into the Staff Attorney III classification, are you contemplating eliminating the Staff Attorney III position and reclassifying all of the Staff Attorney III positions into Staff Attorney II positions?

In August of 2005 I went home on a Friday as a Secretary III, Grade 9 and on Monday my manager was informed by email to let me know my job title had been reclassified to a clerical position and had become a Grade 8. Please comment.

Make a time limit on when you get an official response for reclassification status after you send your paperwork to your director. My reclass has been in limbo for 6 – 8 months due to a limited budget in my division. Now there are other employees that got their reclasses in earlier that are paid more. Reclasses should not be declined or delayed because of budgets being tight.

Why is this necessary and what are the savings of making such a change?

If the class specifications are reduced, they should also take steps to make things equal across the board for specification that are used by different agencies.

If the class specifications are reduced, they should also take steps to make things equal across the board for specifications that are used by different agencies, for example UI tax auditors are not on the same grade schedule as the other audit positions in the state.

Very concerned that blanket classification will hinder rather than help situation. Many Positions are specific to job tasks and cannot be lumped together.

The pay grade for all state employees who are affiliated with automotive needs to be re-evaluated. As everyone knows the advancement of technology continues everyday as does the requirement of maintaining the knowledge and training on the auto industry. T1 garage C1 garage, Kentucky State garage

TAB Q

Recommendation 24

Annual Increment, maximum salary, ACE/ERA

Recommendation 24: Annual Increment, maximum salary, ACE/ERA

Are you required to have one day of vacation for every year of service time to qualify for an ACE award?

Who decides or evaluates ACE & ERA awards?

Who decides or evaluates for ACE and ERA awards? (REPEAT QUESTION)

Are the ACE and ERA Awards going to be done away with?

To what extent are ACE and ERA awards now being given?

Why do some agencies still use the ACE award and Department of Education doesn't?

IN reviewing the employee recommendations dated October 20, 2005 I have become aware of the ERA & ACE awards. I understand it is common place in some departments and non-existent in others. Is there some way it can be publicized so everyone is aware of them. I believe some people are not aware of this achievement award.

Recommendation 24 seems to be in conflict, would lump sum apply to retirement salary? ACE & ERA awards have been withheld so how will that help?

I strongly disagree with creating maximum salary for a pay grade. Employees that have been career employees should not be treated differently than new employees. Lump sum payments would yield higher tax brackets. I think all cabinets should give ACE & ERA awards.

Why do some agencies have the money for awards and promotions and others say they have NO MONEY?

If annual increments end at the high pay grade, how about a 20 year retirement? Otherwise, please leave increments for all or increase salary ranges.

If you are an employee who has maxed out, when they get a raise will they get a percentage or a lump sum?

Please explain the rationale for a lump sum payment.

Wouldn't the lump sum payment really be a penalty, considering taxes?

If maximum salary is in place and a lump sum award is appropriate, would the lump sum award be considered as part of the annual salary? If not, retirement calculations/benefits will be reduced. How will the reduction be addressed? These recommendations seem to be really hurting people who have worked for the state for a long time. i.e., affecting his/her high 3 or 5, less increments, tax penalties for lump sums, etc. Why would you recommend these things?

Recommendation 24: Annual Increment, maximum salary, ACE/ERA

Max pay would penalize employees by lower retirement. Should keep the annual increments.

If you are going to get around maximums with lump sums and awards, what is the point of creating a maximum at all? Wouldn't it become simply a way to reward a select few?

Large sum payments are not an effective or acceptable alternative to annual increments. Those of us that make very low salaries are going to be hurt. We need the state to compare private sector salaries to what we make. The benefits are deteriorating and the salaries are too low. Our salaries are not fair at all. There is no way to not hurt tenured longtime employees with the restructuring of the increment. The only way would be to exempt it. What is your plan for not hurting those employees?

If employees don't receive an increment raise then legislation should not.

Make it a felony if they fail to implement our annual increment!

Does this mean no more raises increments annually? Will it be eliminated?

This seems like an attempt to eliminate the annual increments. There is no way that maximum salaries will not have a discriminating effect on veteran employees (i.e., employees over 40- a protected class). Utilizing ACE and ERA Awards to replace annual increments is a bad idea because they are unbudgeted and at the discretion of the Appointing Authority. Here is a concept: Eliminate the ability of non-merit employees to resign and be re-appointed several times to boost their salaries. One time a year is bad enough, but 2 or 3 times a year?

Will the one probation period be applied to all individuals on probation due to promotions? Will we still have the 5% immediately and 5% after 6 months if you pass probation? I am still a state merit career employee.

When will we start to receive our full 5% incremental raise again rather than the lesser percents of previous years?

Would all annual increments be based on performance?

Would all annual increments be based on performance? (REPEAT QUESTION)

Will annual increment be a defined?

Currently we are not receiving the mandated increment, what does this do to for implementation of that?

Recommendation 24: Annual Increment, maximum salary, ACE/ERA

Is it not written in statute we “shall” receive 5% annual increment? If so, why has this been reduced for the past several years? Fuel increases alone for the past 2 years should justify 5% increment.

Is this actually doing away with the 5% annual increment as required by current law?

Would this mean legislators or the Governor couldn’t suspend or change the annual increment?

Salary conflicting with annual increments should be done with your higher paid executive job and leave the others alone.

What one person thinks is good performance is not the same as other people. Why does this administration want to go back to archaic methods like recommendation 24 rather than treating all employees the same by giving an annual increment to everyone?

This administration repeatedly states they haven’t had people they want hired in recent years. Now that “their people” are getting merit jobs, why does the administration want to stab them in the back by capping salaries?

What about internal mobility?

When entrance salary rates are increased does that mean that exiting employees will get a raise too?

What about executive Branch employees who are governed by a Board rather than the Personnel Cabinet? Will their status and salary be considered the same as employees governed by the Personnel Cabinet?

Wouldn’t this also cap an employee’s retirement income?

Why should new people come to work for state government if the salaries are capped?

The task force was established to address the Governor’s problems with illegal hiring activities. How did capping salaries come about? This is not fair to senior workers!

Would there also be a cost of living adjustment attached?

In regards to recommendation 24, would there also be a cost of living adjustment attached? (REPEAT QUESTION)

Do you feel recommendation 24 is forcing people to retire?

If a person is qualified beyond starting salary for an upper grade, they should be started at mid-point or higher.

Recommendation 24: Annual Increment, maximum salary, ACE/ERA

How will this affect “ungraded” classifications that are only limited by the Governor?

What are the salary caps? I want specifics.

What does this do to a career employee that is satisfied with their current job, does a good job, and wants to stay in this position until retirement? Why should they be penalized because they are at the maximum for that grade?

How does the maximum pay grade affect those employees with 10-12 years until retirement?

Does Recommendation 24 come from the Hay Study? Does it mean that an Executive Secretary II could have a max of \$42,000.00 and would never receive more or less? In other words, the job can pay a high of \$42,000.00 and increments would be lump sum checks as well as any ACE or ERA awards?

If you are a maxed out employee you get merit raises when they give a raise. Will they get a percent or a lump sum? Example maxed out at 40,000 for your pay grade 5%=2,000. Will it be added on and next year you get a 5% of 42,000.

If grandfather of current staff doesn't pass what will happen to current staff regarding proposal 24?

Will salaries be at a maximum? Meaning, once you reach a certain salary you will not be able to make above that amount.

Why have a maximum salary?

Is there concern that a salary cap punishes career employees and provides a disincentive to engage in public service?

If an employee has a maximum salary cap and is awarded a lump sum instead of an increment, how will that be calculated in the high 5 or high 3 retirement calculation? If annual increments are awarded in lump sum payments, the employee is penalized by paying more taxes on money. This is a bad idea.

Is the purpose of Recommendation 24 to increase employee morale by not having employees seated side-by-side doing the exact same job but one making \$10,000.00 more per year?

On Recommendation 24, how do you readjust salaries for 1st and 2nd level managers who can't receive re-classes but are picking up more work because of attrition?

Yes, we should be required to follow the regulations of annual raises of 5%. The Governor does not have the legal right to reduce this figure to a lower %. No, we don't need the maximum salary on pay grades. If at the maximum salary an employee needs

Recommendation 24: Annual Increment, maximum salary, ACE/ERA

to receive their total increment and it needs to be added to their base salary. Never allow this to hurt any employee in their salary or in their retirement. Maintain an annual increment as long as it's the same % raise across the board, i.e., 5% is 5% for all. Annual increments are cost of living raises.

Why is maximum or minimum involved?

If you will be capping merit salaries, will you also be capping the salaries and overtime payments to appointed persons as well?

Will steps be taken to insure that merit salaries are competitive with private industry and other states prior to the cap? Will there be improved insurance coverage as a result? Employees should not have to "top out" when they reach a certain salary, because then a disincentive will set in, which will lead to frequent turn-over, less professionalism and poor morale.

Does the increment used in conjunction with Recommendation 24 represent a sliding scale? If so, what scales have been discussed?

Why do you want to cap our salaries when the Commissioners get more than the statutes call for?

Should there be a salary cap? Would there be a cost of living raise? This is what others do.

Was this addressed as part of Recommendation 24: Establish an ongoing review to fix current inequities within each classification? If not, why not?

How is this conspired not hurting an employee when you impose a maximum salary? I am against this.

Will the minimum, midpoint and maximum pay grades be adjusted annually for all pay grades?

I would like more details on how pay grades will be established and updated. We are already having a hard time and not keeping up with the cost of living. Again, you are penalizing longevity.

In my field, there are not enough levels so that someone does not dead-end at grade 13 without becoming a supervisor. There should not be a maximum pay grade if you can't advance further even though you are required to take on more responsibilities and duties. For career employees there should be more levels so that you can advance in your field.

The cost of living continues to rise. You people have gotten substantial salaries; don't cut the rest of us out.

Recommendation 24: Annual Increment, maximum salary, ACE/ERA

We already have a 5% increment. We would like to get it. Don't mess with it unless you plan to increase it.

Consider this statement please: If you implement a salary cap on pay grades this could discourage the best future employees from looking for a career in state government. Even if you "grandfather out", existing employees to be exempt from this change, a salary cap on increments will not instill any sort of loyalty to dedicated potential employees.

Aren't you penalizing a long term employee by capping salary?

Regarding alternatives to annual increments: I feel state employees who have been here many years deserve their increment, regardless of salary level. I understand the lump sum concept, but in receiving a lump sum instead of an increment each year, the employee's salary will never grow. Therefore, their lump sum amount will never grow. Also, the lump sum will most likely be taxed greater. Also, I do feel it is fair for non-merit employees to be making the decision when non-merits very often choose their own pay. If you have a hard working, loyal employee, they deserve to be treated well and awarded with a salary increase each year.

Why implement a salary cap on maximum salary? It hurts long term career employees.

Does Recommendation 24 take away the 5% annual increment that we are supposed to get by law or lower it?

Why not give all employees an annual increment regardless of the fact they may be at the top of the pay grade? Why make any distinctions? If you do make distinctions, how can it possibly help recruiting and retention?

Can you explain how it is not sex and age discrimination to cap salaries at the top level? It will be only older workers who obtain the top salary. These are people who will not be able to go out and get a better paying job.

At COT we are being overrun with contractors, Recommendation 24 does not help the problem, what do you plan to do to fix the problem?

Employees that are demoted under re-organization could be placed at maximum. Isn't this penalizing the employee over something he/she has no control over? Moreover, isn't this punishing the long term dedicated employee?

How can the system logistically cap salaries with no consideration given to cost of living increases (for those employees)? Will caps change to adjust cost of living increases? How is the 40 hour work week affected by the cap?

Recommendation 24: Annual Increment, maximum salary, ACE/ERA

I was recently demoted from a grade 16 to a grade 14 due to reorganization change in my agency. If this law was not just for new employees it would really affect my retirement, because of the downgrade without a pay cut. I was not notified in advance nor was my supervisor (who has been demoted twice due to reorganization). Personnel law states a letter is required in advance. I was demoted on June 15, 2005 and I received a back dated P1 and a letter in September. I feel the Board should strongly consider the suggestions of only making it relevant to new employees.

Does Recommendation 24 mean the more years you put in the lower the increment? This is not a fair way to treat seniority or rewarded them. Lump sum is nothing, it will be washed up by taxes. This must be a joke.

Should the terms "pay grade for each salary" be stated "salary for each pay grade?"

When you reach maximum pay grade for your classification are you recommending that you no longer receive a raise but will get a lump sum payment instead? Is this for new hires or current employees?

Will the market survey include a full benefit analysis? i.e., full health, retirement and salary benefits.

Why a salary cap? KY State employees are 44th in the nation for state pay at best \$4,500.00 below other states for beginning salary. Many state employees receive Medicaid and Food Stamps. The only way a state employee makes decent money is to work for a long period of time with no cap. Caps are not in the employee's best interest. There are probably isn't a hand full of people in this room that make \$50,000.00 a year. Setting a maximum salary will limit the benefits of career employees. Lump sum payments are not considered in the calculation of benefits. Please explain how it may be possible to set a maximum salary for each grade without hurting the career employee?

Recommendation 24 fails to compensate those who start a job and a year later the beginning salary is adjusted. Same for midrange employees. I have worked for 20 years over mid salary and salary adjusted and I am underpaid considering the years I have worked.

Patton tried to limit career employee's salary by giving lump sum payments to their salaries when they max out in their grade.

Lump sum payments to employees with seniority who have reached the maximum pay levels for their classification will penalize that individual. Lump sums will be taxed higher and lump sums will affect retirement benefits negatively. Pay raises should be equitable for all employees within the pay grade.

Why don't you put limits to the number of working years rather than putting a max on pay grades?

Recommendation 24: Annual Increment, maximum salary, ACE/ERA

I am a career state employee with 22 years of service. I have purchased 5 years of service time (at a cost of \$50,000). When I purchased the time to retire early I had an understanding that I would receive annual increments of 5%. Of course that has not happened. Therefore, my early retirement plans have been put on hold. In addition, because of the age plus years requirement (75) I had planned on retiring under the high 5. Now I may have to work until 2008 to meet the age requirement. I make \$71,000 with fringes benefits around \$100,000. The cost to the state is \$300,000. Waive the age factor and \$300,000.

How can setting a cap on salaries do anything to help the merit system? It appears that this can only hurt career employees. It would also encourage younger employees to leave state government.

Past Cabinet Level Leaders have discouraged or not approved Agency A.C.E. awards, citing budget conservation as a reason. During periods of budget concerns, i.e., the past 3 years, how or what alternatives do employees have for receiving recognition or rewards for doing an outstanding job? What incentives are there under these circumstances for merit employees to continue to do an outstanding job?

I have a four year degree related to my job classification and nine years with state government in that classification. There are employees with the same degree but less experience that earn a higher salary. There are also employees with no degree and same experience with a higher salary. Will Recommendation 24 fix the system that allows this type of pay inequality? Also, can employees expect pay inequality issues to be addressed?

How will long-term employees not be "hurt" by a salary cap? What provisions are being considered for highly skilled technical employees who are already making less than what people make in private industries? A salary cap will cost us even more.

Why would you give "lump sums" knowing that it will not apply to retirement?

Why set a maximum pay for a job class? This will only discourage people from becoming a state employee. We already have too many contractors because we can't get good people to become employed by the state and this is just one more reason to not become a state employee.

You mentioned raising the starting pay on different grades is changed every years. New hires pass up people that have been there a while because our salaries don't get upgraded. This is bad for morale. Also Chief District Engineers have far too much say in our district. This needs to be monitored.

Can the merit employee vote for the maximum salaries?

If there is a salary cap how is the cost of living going to be established? Salaries are already being eaten up by higher prices.

Recommendation 24: Annual Increment, maximum salary, ACE/ERA

Are you going to lower salaries that are already above the “maximum”?

When raising salaries for low-wage/low-grade employees, longer term employees get no compensation; many times, people with 10 plus years of service see new comers making nearly the same salary. How can this be made more equitable?

What about PCWCP graduates who currently start out at a higher pay grade and employees who have been there for many years? Should you not be allowed to increase in salary for the time put into the agency? What about Suspension hours for those going for an LCSW?

Elaborate on how recommendation 24 will affect employees.

Is there currently a max on salary?

On average, how many years must be worked before an employee can reach the midpoint for that pay grade?

If I were a new employee, with the generally low incoming salaries and knew my salary if I stayed with State Government would at some point be capped, I would use the state as a work experience and training ground. The state can and will become a training ground for the private sector. The state would constantly be training new employees. If there is anybody experienced enough to train them properly. This makes what already looks ineffective become ineffective. The private sector would look a lot better when my salary increases stop. This is not a prop sports team with runaway salaries.

There seems to be a breaking of faith with employees. For example, we were encouraged to accept lower starting salaries with an expectation that over the course of a career we could expect to become more competitive with the private sector. I took a pay cut coming to state government. Now that I come closer to the end of my career, state government seems to be reneging on the competitive equity. The grandfathering you mention would help, but its not in writing.

If you put a pay cap this will hurt our ability to obtain new employees. I thought it is the American way to make as much as you can with no limits.

I'd say no to recommendation 24. These ideas are vague and could cause more trouble(s) than they do good specifically “based on performance.”

There was no mention of additional promotion grades with the addition of maximum salaries. Would it be considered with the “new classifications”? The Secretary mentioned it, but it was not in the handout.

Don't recommend min/max salary. No. There are series that only have (3) steps. For example and after a 10 or 12 years cannot advance or be promoted.

Recommendation 24: Annual Increment, maximum salary, ACE/ERA

Recommendation 24 is not good. Raises should be across the board.

Recommendation 24 is NOT good. Raises should be across the board. (REPEAT COMMENT)

We strongly oppose recommendation 24.

Salary caps should NOT be placed on a person at ANYTIME.

Take care of senior employees.

Recommendation 24 is penalizing employees.

Recommendation 24 is harmful to long time employees.

Recommendation 24 should not pass in any form.

TAB R

Recommendation 25

Employee Evaluation

Recommendation 25: Employee Evaluation

If you have a supervisor who doesn't like you, how would you go about getting a raise?

Specifically define excellent performance for an employee promotion system?

You imply that there are 'too' many excellent ratings, how is a person supposed to get the promotions with out the good ratings?

This is already done so what's the real intent.

Use of the evaluation process to determine compensation.

How will the process be monitored for fair and unbiased evaluations by a supervisor?

Evaluations are a joke now and do not allow us as managers to help the employee improve their skills or time management and attendance. Evaluations need to be completely changed. Will the task force change the evaluation or has this been discussed?

Even with training, this is not easily accomplished. Supervisors are human and the process will vary across agencies, offices and divisions.

What more should be done with the evaluation system? It already has gone through legislation. Stop beating a dead horse.

This already happens. If we have to train management to evaluate again, will employees get their 2 days off again?

In regards to Recommendation 25, I believe employees also need to be trained on the evaluation process so we know what is expected of us before the annual review. So we have a chance to do our best all year long.

Currently, in the state government supervisors are given training on personnel actions, how to document employees, job positions, etc. I suggest that merit employees be allowed to have training so they understand personnel actions as well as have the ability to know what/how to document events within their office when they feel they have been treated unfairly.

Supervisors are not trained on discrimination in evaluations. The excuse this year is "we have to cut back on our exceeds" so someone is not going to get what they got last time however their performance has not changed.

Employees should have an opportunity to evaluate supervisor and management level employees and reflect on evaluations.

TAB S

Recommendation 26

40 hour work week

Recommendation 26: 40 hour work week

The 40 hour work week will limit overtime payments to merit employees, while affecting existing childcare arrangement. What benefits will be gained?

Agree with a 40 hour work week. I think flex time is a big waste.

How does the 40 hour work week affect potential retirees?

If the 40 hour work week is implemented and state employees were given those raises, would that have an impact on all annual salary increments?

If we got to a 40 hour work week, how can we make up our snow days?

I am curious as to how the 40 hour work week can already been implemented when it's just a recommendation at this point.

How can you be hired for a 37 ½ hour work week and then it just be changes to 40 hours?

Why do we have a 37.5 hour work week?

What if you chose to take the 40 hour work week and then chose later to go back to 37.5, could you do that, or would the 40 hour be permanent?

Who makes the decision on an agency going to a 40 hour work week?

Concerning the proposed 40 hr work week, does the term "optional" apply to agencies or individuals?

It seems unfair that two cabinets within state government are taking advantage of a 40 work week. When will the rest of state government employees be given the option of the 40 hour work week?

I have heard that some cabinets are already doing the 40 hour work week. Is this true?

I want the 40 hour week because I see no other way to receive a 6.7% pay increase. I am puzzled as to why some cabinets have instituted the 40 hour and EPPC has not. How can EPPC be encouraged to implement the 40 hour week?

Why not provide a 5% pay increase as mandated rather than pay only certain cabinets for a 40 hour work week?

Is the 40 hour work week a legislative decision or agency decision?

Is the 40 hour work week optional based on the appointing authority's decision, or does the employee have the option to continue working the 37.5 work week instead?

Recommendation 26: 40 hour work week

I have read and heard that the Revenue Cabinet will go to a 40 week with a 6.7% pay increase from unused funds allocated for unfilled positions in the cabinet. If implemented only in the Revenue Cabinet does this violate the equal protection clause of the 14th amendment?

What factors are considered by agencies to decide whether to go to 40hr work week? Are there standard considerations or factors involved?

Why are some people adopting a 40 hour work week while this task force is making it optional? Will the option be left up to the employee?

How could finance already go to the 40 hour work week? What about the legislature's decision?

I support the 40 hour work week- if there is a noticeable pay increase.

What does it mean to "Grandfather-out" employees currently close to retirement? Is that intended to avoid the 6.7% increase in pay?

If the 40 hour work week is implemented with the 6-7% pay increase, will the annual increment still apply in addition to?

Will overtime be discouraged or not allowed?

How would situations requiring additional work hours (in excess of 40 hours per week) be addressed? Situations that now are addressed by earning c-time? For example: Attending a public meeting at night which requires travel to/from. Additional hours required during legislative session, etc.

What are the provisions for overtime for the 40 hour work week? A 6.6% raise will not compensate for unpaid overtime.

How will the extra cost of a 40 hour work week be handled?

How can a 40 hour work week benefit the state when the state has budget issues now?

Has a cost analysis been done to see what the financial impact would be to the state to go to a 40 hour week? If not, will one be done?

We are compensated for the additional 2.5 hours per week. Is this independent of an incremental increase? Otherwise, would we still receive our incremental increase at our scheduled time?

How can there be extra money for extra hours when there is none for a 5% increase yearly?

Recommendation 26: 40 hour work week

Will the 40 hour work week salary increase affect incremental raises per year?

How can a 40 hour work week benefit the state when the state has budget issues now? 40 hours will require a 6.67% raise to employees as well as 2.5 hours more overhead cost each week.

40 hour work week: What about over-time? Will it be discouraged or not allowed? What about the extra cost?

Will an employees' current accumulated sick leave be increased by 6 percent?

If you go to a 40 hr week, will the employee's current accumulated sick leave be increased by 6%?

Would employees' accrued time be increased to reflect the increased work week? I.e., if someone has 7.5 hours accrued now, after the 40 hour work week starts, that employee no longer has 1 full day of leave.

Will the 40 hour work week be optional even if the cabinet you work for goes with a 40 hour work week?

Why is the 40 hour work week not statewide? What does optional mean?

How would flex time be affected on 40 hour work week? (If allowed, seems like it would defeat the purpose).

If 40 hour week is implemented, will flex schedule still be available or will everyone be encouraged to work 8-5? During Finance implementation many employees who previously approved for flex time were mandated to work 8-5.

On the 40 hour work week is flex time going to be reinstated? The field auditors work better with flex time as different businesses operate at different times. It is a benefit that helps the tax payer as well as the auditors.

I support the 40 hour week. Can you elaborate on EPPC's opinion on that?

Recommendation 26 should be added to daily work time instead of taking away from lunch break.

Should be added to daily work time instead of taking away from lunch break. (REPEAT COMMENT)

40 hour and 6.67% is not a pay increase! It is only compensating for the additional work time!

Doubt compensation would be enough for 40 hours.

Recommendation 26: 40 hour work week

Need more detail on the impact on retirement and other benefits.

I am NOT in favor of the 40 hour work week.

If we move to a 40 hour work week shouldn't you be able to retire earlier?

If I have 20 years of service with the state and my agency goes to a 40 hour work week will I still have 20 full years credited to me?

How will you avoid cheating us?

My wife and I are both state employees and we commute from Lexington. Our schedule with our daycare for our 2-year old is very tight as it is. It would be nearly impossible for us to add another 30 minutes to our workday without some kind of accommodation or changing our daycare arrangements to the detriment of our child. Please keep this in mind.

TAB T

Recommendation 27

Merit Employees running for office

Recommendation 27: Merit Employees running for office

Why can a merit employee not run for office?

Can a state employee run a city/county campaign in another state?

Why not allow public employees to run for all elective offices without losing their job – not just non-partisan?

Is there any consideration of enacting the “Political Freedom Act” to older merit employees to take part openly in campaigns? Many of us would like to assist friends and neighbors in the next year’s local elections.

TAB U

**Makeup and Process of Task Force
Questions/Comments**

Makeup and Process of Task Force Questions/Comments

What other recommendations are being discussed that are not on this list?

Is the direction of this task force under any influence from the Governor? Or the Governor's AGENDA?

Who will be involved in enacting these changes if recommendations are approved?

Will sub-committee recommendations be part of the main recommendations or are they part of policy changes?

How many merit employees are on the task force?

Were there state employees on the task force? If not why not? If so, how many state employees was it one for each cabinet.

Task force member's information including names, addresses, and phone numbers should be provided to all state employees and statewide.

Why were there no rank and/or file merit employees included on the task force?

Are there any merit employees on the task force – if not, why?

This task force should contain merit employees.

How will it be decided who will be on the next merit system task force?

If the panel was created to address the merit system based on allegations of abuse by elected officials and appointed persons, then why are the resulting recommendations punitive to merit employees?

Why are there only two merit employees on the task force, when merit employees are the ones being affected most by the recommendations?

Why is Karen Neeley on the blue ribbon task force when she is the final person who approves applicants to get on the register? Isn't that a conflict of interest?

Who picked the task force members?

If this task force was created to improve the merit system, why did Greg Stumbo quit, citing the reasons he did?

The task force was formed because some governor appointees could not understand parts of the merit system. What specific misunderstandings do these recommendations clear up?

Makeup and Process of Task Force Questions/Comments

From looking at the task force's recommendations it doesn't appear that much is wrong with the current system. Many of the recommendations are vague and do not have in depth directions. Is this a smoke screen to cover up this administrations failure to abide by the current rules?

Need a subcommittee under the task force of state employees looking into pay/equity, benefits, etc. Ask for volunteers and screen to get all employees covered. Freedom of Speech!

Can employees still submit information about issues or concerns that could or should be considered? If so, how? Can it be done anonymously?

Will state employees have the opportunity to review the proposed amendments, as they will be written, before they are submitted?

Why do you not have any regular merit employees on the task force? (meaning grades 6-15, that would give you a better understanding of what real merit employees think is important.

Does the governor need to approve these recommendations? If he chooses not to approve the recommendations what happens to them?

If the 'input' of state employees is so highly regarded, why were these meetings not held at the beginning of the task force instead of now when the vote is ready to be taken?

Will you be e-mailing a list of the questions and answers to all state employees?

Will questions, answers and, recommendations be posted?

Can you put the forum questions on the internet so that others can view the questions and responses? Sort of like a FAQ list.

Why is the Employee Input Session handout so very different from the proposed future hiring processes listed on the Personnel web site?

When is the earliest date these recommendations (or variations of them) could be implemented? Would they all be implemented at the same time?

Discuss timelines for implementing some of these recommendations.

It appears that the taskforce has recommended many studies be undertaken. If the studies proceed at the normal rate of most state government studies it could be 10 years or longer before we have the results! Will the taskforce put a time limit on when the studies must be completed and acted upon?

TAB V

Miscellaneous Questions/Comment

Miscellaneous Questions/Comments

Can you please define or revise the definition of merit employee?

Are the opinions of state employees really going to make a difference?

Are the opinions of state employees really going to make a difference? (REPEAT QUESTION)

What weight will my opinion and those of other state employees carry as far as the recommendations?

Does my opinion count? What weight does my opinion and those of other state employees carry as far as these recommendations.

Why is it possible to obtain additional education, training and certification, but not receive additional compensation?

Provide additional incentives for candidates with advanced educational degrees. Reward employees for obtaining advanced degrees.

Will education achievement awards be affected? How will they be decided?

Why can't you take all of the questions and place them on the web site and give detailed answers?

Why is it possible to obtain additional education, training, and certification (i.e. CPA) but not receive additional compensation, and not work two jobs?

Will there be a cap on the number of non-merit positions for each cabinet?

What good is a law if it can be ignored or "set aside" anytime it is inconvenient? i.e., Annual Increments and Political Hiring.

What is the status of the CPM program?

Will employees in the certified management program be allowed to complete this program since current administration has stopped it?

Can you please give the 5% raise to all employees who graduate from the CPM program? Don't allow this to be an agency decision. I graduated in June 2005, all other graduates received the 5%, the ones in Health & Family Services did not. I feel this is unfair, because we completed the same classes and program for 4 years. Please check on this.

What is the process for changing KAR's and KRS'?

Miscellaneous Questions/Comments

Who makes up the Personnel Cabinet and the Personnel Board?

How is the membership of the Personnel Board determined?

For those recommendations that will require legislative action, when do you anticipate proposed changes being addressed and becoming effective?

Why don't all state agencies have the same policies?

What specific items will make existing long time merit employees feel good about working for the state?

Please leave the Merit System as is.

What we have is fine system, it just needs fine tuning.

The Merit System is ok, I recommend leaving it alone.

Leave the merit system alone. It ain't broke! You can't fix what you admittedly don't understand.

Most of my co-workers, were afraid to show up because of possible reprisals.

Why not make it a true merit system.

Why fix something if it's not broken?

Leave it alone.

What is wrong with the current merit system? Is it not working?

Leave the merit system alone, it has worked for thirty some years.

Merit system is ok. Recommend leave it alone.

If the merit system has worked well for 45 years, why is there only been a problem in the last 6 months to 1 year. The merit system and retirement is the only things the state has to encourage retention.

Please leave the merit system as is.

Please leave the merit system alone. This system would work if everyone would do their job. The jobs they are paid to do. Our boss doesn't do computers and our assistant foreman can't spell. The backup timekeeper who has been there for more than 6 months doesn't even know how to put in time. All these people with promotions should have to take training. Spend some time looking into things.

Miscellaneous Questions/Comments

Seniority counts, education should count – not who you know!

Sec. Roberts, You are doing a good job! Keep up the good work. Keep your head up!

Good Job Mr. Secretary!! Keep up the good job. We appreciate your honesty and work ethics.

Due to the fact that a “Blue Ribbon Panel” was appointed by the Governor and that panel has met several times and made their own conclusions and were ready to vote on their conclusions and the news article that said Secretary Roberts stated that it didn’t matter the vote could be taken before or after the “State Employee” meeting leads me to two questions. 1. If this panel was really interested in “improving the merit system” then why weren’t “state” employees involved in a meeting earlier in the process instead of after the panel has reached its conclusions? 2. Why should we as State employees not consider this “so called meeting to get our input” just a ploy on the part of Governor Fletcher to make us think he cares?

In the wake of the current investigation against this administration it is difficult to see the benefits of any changes proposed by this administration. While several recommendations seem to be good ideas on the surface, a state employee has to ask himself/herself about the benefits to the current administration and would these changes be a detriment to current and future state merit employees. These recommendations proposed by the task force should be postponed until the investigation within this administration is resolved.

When will the cabinet release the results of its analysis of the auditor’s study on salary leave abuse?

What percent of non-merit employees are “contract”? Retired and returned earning the big money plus their retirement.

To really hear the employees, if this is to be a “true” open forum, you should allow questions other than card option. “Open” questions and discussion weren’t allowed to hear employee questions/ comments. Inadequate set up for questions. For questions, why use cards versus employees using the microphone? Or why not cards and microphone.

Why is it legal to hire a legal alien as a state employee, when they do NOT pay taxes?

How can employees play games on their computers and get away with it? It continues to happen even after management, and upper management was informed. We’ve been told there’s a computer police. Where are they?

Miscellaneous Questions/Comments

Employees are exhausted from the assault by KECC. It goes from June-October. Bake sales, picture contests, hot dog lunches, baskets, ice cream socials, hula hoop contests, etc. Can this campaign be limited to the statutes?

There should be a recommendation that state employees should not be harassed with KECC fundraisers. We should be given an opportunity to give but the 6-month harassment to give to the "selected" charities has gotten out of hand. There is a perception that state employees would not give to charities on their own if they were not "urged" to contribute through KECC. Why should such a large amount of state resources be allotted to select charities?

Secretary Roberts, Will you commit today to provide data (broken down cabinet by cabinet) on the number of merit employees vs. the number of non-merit employees now as compared to those numbers as of November 1, 2003? And could you include average salaries in this comparison?

In my view, the current (Fletcher) administration does not possess the credibility and legitimacy to address merit system reform, in light of recent political and legal events (i.e. indictments, pardons, ongoing investigations). I am highly distrustful of his motives with regard to merit system reform.

Considering all the negative news that has surfaced because of actions of the Fletcher administration, specifically related to the hiring of state employees, I have real reservations regarding the intent of any action related to the merit system. The image of state government was damaged by pardon(s) issued and that affects all state employees and their perception to the public.

These recommendations come after indictments of several Fletcher personnel. Don't you think state employees know that this task force and its recommendations are just a sham to cover for this administration's political blunders?

For an administration charged with the worst violations of the merit system to propose any kind of changes other than making violations a felony is a joke. Any consideration given to adjusting appointments so NO sitting Governor should be able to "stack" the ethics commission or the personnel board. Have some guts do the right thing. You are seriously under estimating the anger of merit employees.

The Personnel Board is currently composed of 7 members. Only 2 are elected active state employees 5 are appointed by the Governor. This looks political even if its not. Could more state employees be elected to the board?

Would you consider posting the name and qualifications of each person hired along with the positions they were hired for? This would make it easier for applicants for this job to determine if a violation may have occurred. Currently you would have to make an open records request.

Miscellaneous Questions/Comments

LRC needs to be held to the same ethics regulations as do ALL of state government employees. There should be the same ethics regulations for all being paid with state funds. That includes same benefits. Determined by public vote, not LRC.

Your Chief of staff was indicted and fired. Your Deputy Secretary was indicted and fired for things he was doing under your position. As Secretary for the Personnel Cabinet, my question is this, why should merit employees trust you with the watchdog authority in these recommendations?

I came into state government with my degree's (Bachelors and Masters). I've been told I can NOT take any additional courses offered by state trainees. Ex. My civilian payroll experience does not help me get jobs in state payroll. They want me to have state computer training but I am denied ability to take the course.

Are all of these punitive measures actually a message to merit employees that if you complain about hiring practices, you will be punished? Are you concerned about the effect of these measures on morale or your administration's anti-employee image?

None of these measures will be attractive to career civil servants. Are you concerned that you will no longer be able to retain competent, effective staff, or do you simply not care about employees who are anything other than governor appointees?

Why do we have non-merit employees? Why can't we all be the same? It's obvious that non-merit employees get paid MORE MONEY!! Why?? Please answer these questions!! All of them!!!

Has there been any discussion/considerations given to restricting/eliminating the non-merit resignations & reappointments w/ no break in service when they receive a substantial increase in pay? This is not an option at all, nor good for merit employee moral. Merit employees are not afforded this luxury.

Communication is the key to success; Transportation Cabinet – Information is Power; Too many secrets by management. Employee's welfare not considered.

The state needs to hire a recruiter for state jobs to go to the schools, colleges, vocational tech schools; there are a lot of qualified people, but when state jobs come open, very few people are aware of them, or the proper way of applying. You need to hire me just for recruiting!

If Personnel could review all non-classified positions, the Personnel Cabinet would find that a lot of the lower grade employees are performing "classified" duties, but not receiving the proper pay for the duties performed. This includes certified, experienced, and qualified underpaid laborers, and workers. Example: laborer performing carpentry, HVAC repair, or specialized mechanic work, but only receiving laborer pay.

Whom or what agency will enforce the merit system?

Miscellaneous Questions/Comments

What exactly does the Fletcher Administration have in mind when “revamping” the merit system?

TAB W

Employee Recommendations

Employee Recommendations

Grandfather current employees from maximum salaries.

Require Locality Pay

Allow Overtime pay for hours worked over 8 hours in a given day. I.E. highway workers called in to clear roads work 12 hour shifts then forced to take a day off later in the week to eliminate OT for that week.

Create a uniformed orientation program.

Require Shift Pay.

Convert leave balances to week for week then convert back to hours for purposes of implementation of 40 hour work week.

Continue CPM Program.

Create specific legislation requiring Personnel Board final order which includes language advising the aggrieved party of their rights.

Experience gained outside of state government should be weighed equally with experience gained inside of state government.

Create a true incentive for “exceeding” evaluations by rewarding an entire week instead of just 2 days.

Job Classifications where you have a II and a III with the III having greater duties and responsibilities should have different pay rates.

Do not hire contractors in state offices and allow those contractors to serve in a supervisory capacity of the state employees.

Agencies are currently using several different timesheets and regulations regarding leave usage are interpreted differently. Those regulations need to be clearly defined. Will these issues be addressed? Consistency is needed statewide when employees transfer to different agencies they may or may not be allowed to use time like in their prior job. Leave may have been used incorrectly or even illegally.

Give hazardous duty pay to mental health care workers.

Give hazardous duty pay for state mine inspectors.

Give hazardous duty pay and benefits for all employees in the Transportation Cabinet that are in the field.

Employee Recommendations

Give hazardous duty pay and benefits for all employees in the Transportation Department that are in the field. (REPEAT COMMENT)

Give hazardous duty pay for all bridge inspectors, engineers across the state not Bridge Crew Members- but for the inspectors who are on the highway, pedway, and work over water and climb or rappel.

Why isn't there a recommendation to pay more for those with full four year degrees and master's degrees?

Please create a training program for supervisors and managers.

Before any recommendations are sent to the legislature or passed a merit employee board should be developed to review the proposed recommendations. I really appreciate the opportunity to be involved with Secretary Roberts on these important issues.

Due to rising gas costs and movement for energy efficiency, make it an option for a 4 day work week, provided that coverage is maintained for the office over the whole business week and that 37 ½ or 40 hours are maintained. Since my office consist of field inspectors that cover a 10 county area, this will save significantly in gas and state tax dollars.

Do state employees currently have the option of a 4 day work week of ten hour days? With the price of gas and high number of commuters, this may improve employee morale. I drive from Richmond and others in my office drive from Berea, Winchester, Maysville, etc.

Is there any discussion within the task force going on about the hiring of contract workers over state employees? (In state agencies). Differences in salary? i.e. contract workers are paid more than state employees.

Can we open the Frankfort testing center during the evening or on Saturday (monthly) to help those who aren't able to test due to work conflicts?

Why don't you propose to bring back President's Day for state employees as a holiday? We had it and it was taken away.

Although registers are public, the new hires that result from the postings are not made public. Once the position has been filled and the employee is in place, could there be an electronic site, for ALL agencies to post the names and positions filled?

TAB X

INSURANCE QUESTIONS/COMMENTS

Insurance Questions/Comments

I would like to know if sometime in the near future if the Health Care benefits would include vision and dental. Vision is required to do your work properly so therefore you should be covered.

If insurance benefits are considered as part of the entire compensation package, how do you justify the discrepancy in insurance compensator?

There are a lot of recommendations concerning affirmative action. In a study done about the state of female merit employees, one recommendation concerned extending health insurance to same-sex partners. Will this be recommended?

We need access to vision and dental insurance. A payroll deducted group policy should be made available.

TAB Y

Retirement Questions/Comments

Retirement Questions/Comments

Will there be a retirement window after 2008?

Will there be a retirement window after 2008? (REPEAT QUESTION)

Does the Governor support the re-hiring of retired state employees?

Does the Administration support or oppose the re-hiring of retirees in the same agency as a valid strategy for addressing the loss of experienced personnel by 2009?

Employees reaching 27 years should be made to retire.

Is the high 3 for retirement going to be extended until 2011?